



# 2018 Annual Report



pathfinders

Empowering Youth.  
Changing Lives.



# MESSAGE FROM LEADERSHIP

Dear Friend,

In the last decade, Pathfinders has seen tremendous growth in the services we offer and the number of youth voluntarily reaching out to access those services. Some of this growth was the direct result of two, separate mergers, which we undertook to ensure service continuity for youth in crisis. And as is often the case with mergers, it also brought with it significant debt.



Nearly three years ago, faced with debt and changing government funding streams, our executive team and Board of Directors made the difficult yet necessary decision to close one of these programs.

**Intensive strategic planning helped us set a course forward for investing in the financial stability of the organization, while also ensuring that critical services needed by our youth remained intact.**

In 2018, we completed an important expansion of our Finance & Administration and Development & Communications departments and realigned our direct service teams to better achieve maximum impact for the young people we serve. Our established programming has continued to reach youth in crisis, and we've also seen early encouraging results of our expanded resources for youth experiencing sex trafficking and housing support for youth aging out of the foster care system – two highly-vulnerable populations.

We are proud to update you that we're seeing our strategic vision come to life. **We have achieved a budget surplus for two straight fiscal years and we've established emergency reserves.** We are energized by the direction that Pathfinders is moving in as we prepare to enter our 50<sup>th</sup> year of service:

- We will continue to build our emergency reserves to ensure that we can weather potential future funding crises while maintaining service quality and continuity.
- We have established an **Innovation Fund** that will allow us to test new, innovative practices in real-time.
- The **Housing Fund** we created will have an upstream effect on the landscape of homelessness and housing instability in our community.

The core of our work continues to be **Empowering Youth – Changing Lives**. We're seeing more youth receiving intensive services and more youth accessing multiple Pathfinders programs. Your partnership enables us to walk alongside them as they set optimistic paths for themselves.

Our youth regularly tell us things like, **"This was the first night I slept well all year"** and **"You truly did save my life. You made sure I was safe."** You're an essential part of how we've been able to provide safety, hope and healing to Milwaukee's most vulnerable youth and families for nearly 50 years.

We are so proud of the youth we empower and the life-changing work we do. On behalf of Pathfinders' Board of Directors, staff and young people, thank you for your continued partnership and investments that make our work possible.

Sincerely,

A handwritten signature in black ink, appearing to read 'Timothy R. Baack'.

Timothy R. Baack, MS, LPC  
President & CEO

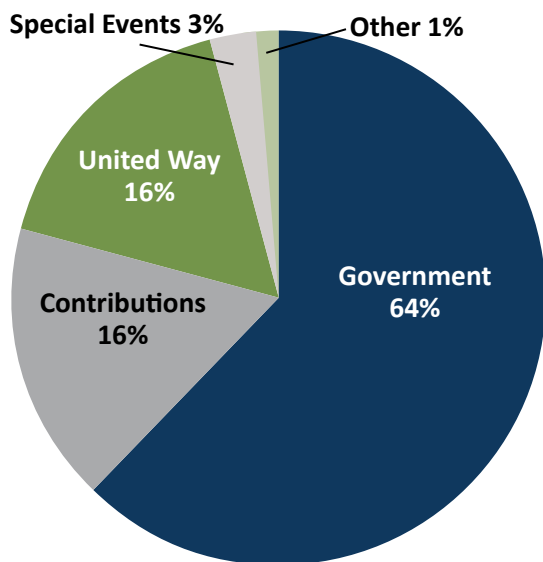
A handwritten signature in black ink, appearing to read 'William Olivier'.

William Olivier  
Board Chair



# 2018 FINANCIALS & PARTNERSHIPS

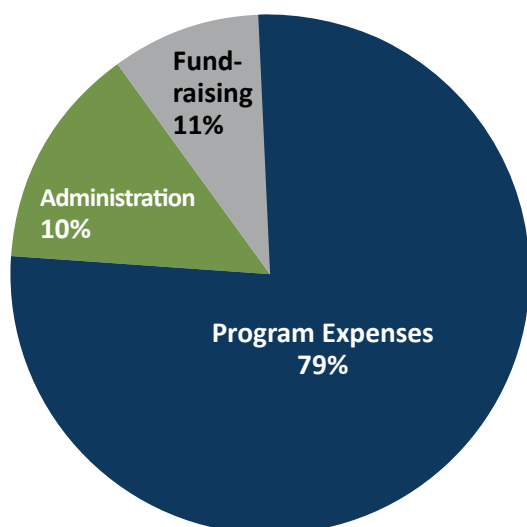
For more information regarding our financials or to download our most recent audit and Form 990, please visit [PathfindersMKE.org](http://PathfindersMKE.org).



## REVENUE

Government	64%
Contributions	16%
United Way	16%
Special Events	3%
Other	1%

**TOTAL REVENUE** \$4,192,284



## EXPENSES

Program Expenses	79%
Fundraising	11%
Administration	10%

**TOTAL EXPENSES** \$3,904,415

## 2018 PARTNERSHIP HIGHLIGHTS

We know we can't do anything without the support of our community. Thank you for your dedication to our work in 2018!



Pathfinders was selected as Potawatomi Hotel & Casino's *Heart of Canal Street* 2018 Charity of Choice. This impactful partnership supported the expansion of our services for youth ages 11-17 who are experiencing sexual exploitation and trafficking.



Pathfinders' exceptional staff members are often recognized for their leadership. Our Director of Runaway and Homeless Youth Services, DeShanda Williams, and Street Outreach Coordinator, Adrienne Strelcheck, were recognized by the Shepherd Express LGBTQ+ Progress Awards for their tireless advocacy for LGBTQ+ youth experiencing homelessness.

# 2018 WHO WE SERVED

For nearly 50 years, Pathfinders has brought safety, hope and healing to youth facing homelessness, sex trafficking, sexual abuse, mental health needs, trauma and crisis through innovative and transformational services.

At Pathfinders, we serve those who can't or won't be served by other organizations or systems due to program restrictions that leave youth feeling unwelcome or not valued. We also serve a disproportionate number of youth from marginalized communities.

## Our Reach

# 6,852

Youth and young adults accessed Pathfinders' services in 2018, including one-on-one interactions with our street outreach team.

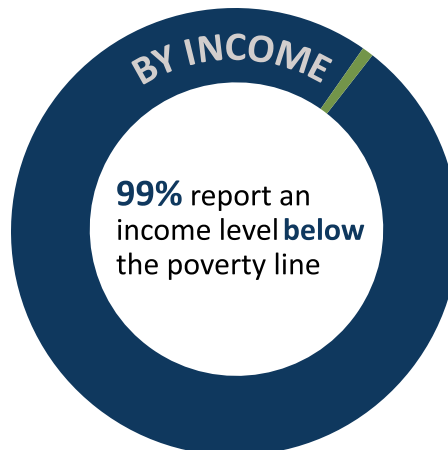
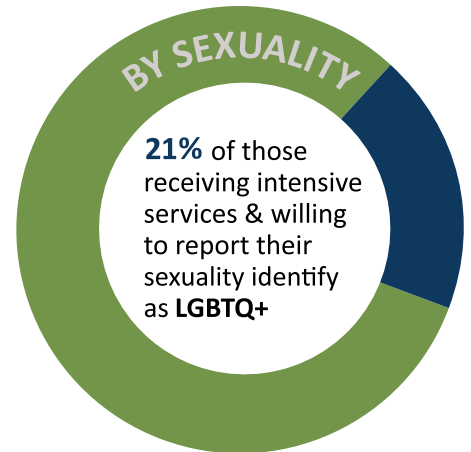
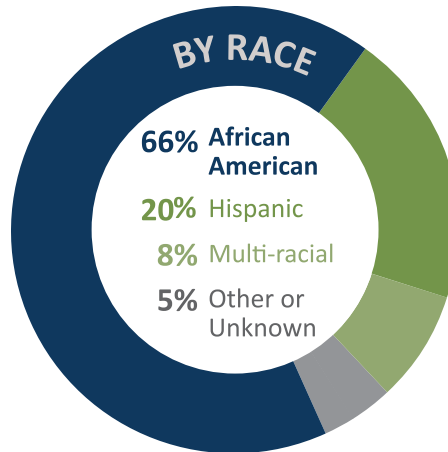
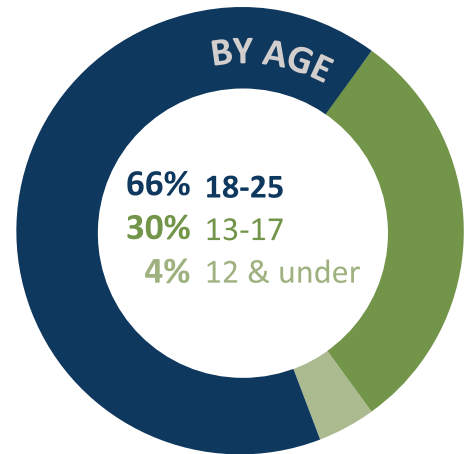
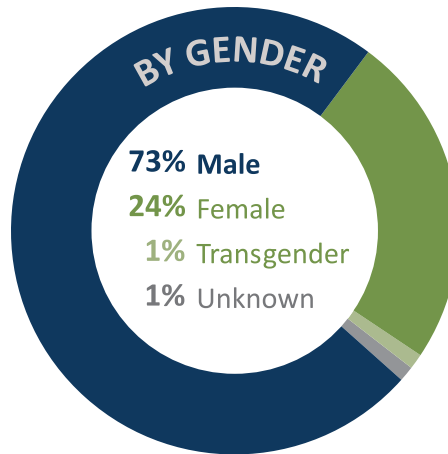
Of that number,

# 963

received more intensive case management, counseling, housing, shelter, sexual exploitation and trafficking advocacy, educational and basic needs support services and

# 25%

accessed two or more Pathfinders services.



# 2018 IMPACT

## Empowering Youth - Changing Lives in Action

### SUPPORTED HOUSING

Pathfinders provides homeless and housing insecure youth with safe housing and intensive support as they work towards stability, well-being and their long-term goals.

- 100% of youth in supported housing experienced stable housing

### RUNAWAY & HOMELESS YOUTH SERVICES

We offer a wide array of basic needs, shelter, street outreach and case management services to support the immediate safety and well-being of youth experiencing housing instability.

- 100% of youth staying at our shelter didn't experience homelessness
- 97% of youth we reached on the streets reduced their risk of sexual exploitation
- 97% of youth reported that basic needs and case management resources were beneficial



### EDUCATION

Pathfinders' trauma-informed approach to education for students who are experiencing behavioral challenges in school ensures that scholars have access to mental health and other wraparound services.

- 90% of scholars matriculated from the Southeastern Education Center back to MPS
- 90% of parents/families were involved in school activities

### CLINICAL SERVICES

We offer support to youth living with mental health and/or substance use diagnoses to reduce negative symptoms, encourage healthy relationships and build self-empowerment.



### ANTI-SEXUAL VIOLENCE SERVICES

Pathfinders serves young people who are at high risk of sexual violence, exploitation and trafficking.

- We stabilized 425 crises and developed 587 safety plans with youth experiencing trafficking and provided 79 accompaniments during police interviews and criminal justice proceedings
- 87% of youth survivors of sexual abuse demonstrated improved coping mechanisms

*"If I have nowhere safe to go, I come to Pathfinders. They make you feel like you're at home."*





# CIRCLES OF SUPPORT

Thank you! Pathfinders is grateful for the hundreds of individuals, foundations, corporations and organizations that made generous financial and in-kind contributions to our work in 2018.



## TRAILBLAZER CIRCLE (\$20,000 and up)

AIDS Resource Center of Wisconsin  
*HIV/STI Leadership Fund*  
Brady Corp Foundation  
Greater Milwaukee Foundation  
*Harold R. Strauss and  
Patricia S. Goldreich Fund*  
*Trostel Family Fund*  
Matt & Kathryn Kamm  
Herb Kohl Philanthropies  
Northwestern Mutual Foundation  
Plymouth Church of Milwaukee  
Professional Dimensions  
The ROS Foundation



## VANGUARD CIRCLE (\$5,000-\$19,999)

Assurant, Inc.  
Autoquip, Inc.  
Tim Baack & John Sheaffer  
Brewers Community Foundation, Inc.  
Charles E. Benidt Foundation, Inc.  
Karen & Dick Christenson  
Community United Methodist Church  
Connecture  
E. Rhodes and Leona B. Carpenter  
Foundation  
Dave & Anne Fergus  
FlorenceCares, Inc.  
Mr. & Mrs. Thomas Florsheim  
Frontdesk LLC  
Greater Milwaukee Foundation  
*Paul P. Lipton Fund*  
Linda & Michael Groth  
Hepburn Bootstrap Foundation, Inc.  
James & Leigh Peterson  
Family Foundation  
Jane Bradley Pettit Foundation  
Ladish Co. Foundation

Keith Mardak  
Phoenix Investors  
Mark & Julie Polzin  
RA Stevens Family Foundation  
Jennifer & James San Fillippo  
Stackner Family Foundation, Inc.  
TJX Companies, Inc.  
Dirk & Karen Wilken



## LEADERSHIP CIRCLE (\$2,500-\$4,999)

Alice Ambrowiak  
Anonymous  
Julie Bock & Matt Byrnes  
Naomi & David Cobb  
Kimberly & Gary Draeger  
Jay Edmundson & Andrew Warner  
Mark & Lisa Filla  
John Florsheim & Lindy Yeager  
Christopher Francis  
Greater Milwaukee Foundation  
*Eldon E. Murray Foundation Fund*  
Jane Hawes & David Shapiro  
Immanuel Presbyterian Church  
Richard Kaul  
Kolaga Family Charitable Trust  
Maximus Foundation  
Jesse Mendelsohn & Anthony Porcelli  
National Business Furniture  
(NBF Service, LLC)  
Gregory & Rhonda Oberland  
Pieper Electric, Inc.  
(PPC Foundation)  
Service Club of Milwaukee  
Mary Vandenberg  
VJS Construction Services  
WaterStone Bank  
WE Energies Foundation  
Weiss Family Foundation  
Zilber, Ltd.



## VISIONARY CIRCLE (\$1,000-\$2,499)

All American Window & Door Co., Inc.  
Apple, Inc.  
John & Cindy Amato  
Aurora Health Care  
Isabel Bader  
BMO Harris Bank  
Claudia Carrigan & Vincent Pyskaty  
Cream City Foundation  
Davita Dialysis Southridge  
Diversified Insurance Solutions  
Shawn & Ellen Faessler  
Robert Ferriday & Barb McMath  
First Business Bank  
Fix Development  
Paul Florsheim  
GE Foundation  
Greater Milwaukee Foundation  
*Amy B. Underberg Fund*  
*John J. Brander and  
Christine E. Rundblad Fund*  
*Paul & Philia Hayes Fund*  
*Journal Foundation / Thomas &  
Yvonne McCollow Fund*  
Doug & Terri Gordon  
Elizabeth Gore & Stuart Wong  
Great-West Financial  
Jenny & Bob Hillis  
Mary & Hal Hinderliter  
Ronald Jacquart  
Joan and Fred Brengel  
Family Foundation  
Ted & Mary Kellner  
Alexander Khammar  
Patrick LeSage  
Ja'Rahn Levoston  
Sally Lewis & Kathleen Rivera  
Marcus Hotels & Resorts/  
Marcus Corp.  
David Martin & Tony Jorgensen Jr.

# CIRCLES OF SUPPORT

Mequon United Methodist Church  
Milwaukee Bucks  
Milwaukee Jewish Federation, Inc.  
Lynn Minella  
Michelle Mueller  
Muth Mirror Systems, LLC  
Michael & Deni Naumann  
Richard & Anita O'Connor  
Peace United Church of Christ  
Pepper Construction Group  
Robert & Julie Petri  
Carolyn Rausch  
Andy Reid & Jamie Beauchamp  
Katharine Richards  
Peter & Lisa Richardson  
Robert W. Baird & Co., Inc.  
Charles Roedel  
Sazco, Inc.  
John & Karen Silseth  
St. Mary Catholic Faith Community  
Carlton Stansbury  
State Bar of Wisconsin  
Christine Stelzer & Austin Braganza  
Robert & Dara Stockinger  
Ricardo Tijerino  
Maria & Martin Tyksinski  
Kathleen Utschig  
Mark & Danielle Vorkapich  
Wauwatosa Presbyterian Church  
Lorrie & Mark Wenzel  
Rick & Barb Wiederhold  
Carol & Lee Wolcott  
Marcela & Michael Wysong



**PIONEER CIRCLE**  
(\$500-\$999)

Marty Alba  
Mary Ann Albiero  
Peggy Ann  
Bhasker Appala

Artisan Dental, LLC  
JaneAnn & Mark Barrett  
Jean Beaudoin  
Lee Beitzel & Jill Ritterbusch  
Christy Brown & Brian Bullock  
Linda & Mark Carlson  
Gregory & Larilyn Carpenter  
Carroll University  
Congregation Sinai  
Cream City Foundation  
*Birch Lodge Fund*



Crysdahl Foundation  
Margaret Dethloff  
Meghan Dorn  
Evan and Marion Helfaer Foundation  
David Falk  
Abigail Finch  
Greg Gavran  
Ramin Golchini & Brenda Pierce  
Guardian Credit Union  
Kathleen Hartl  
Todd & Jody Herbert  
Infinity Benefit Solutions  
Johannah Karstedt St. John  
Joseph Kearney  
Alan & Bridget Kesner  
Renee Kirnberger  
Scott & Mary Krienke

Joan Kunicki  
Miranda Larocque  
Donald & Mary Jo Layden  
Russell & Jeana Lein  
Genise Lindner & Mark Silkey  
David & Margaret Marshall  
Bob & Ann McCormick  
James McFarland &  
Jaime Sebastian Andre  
Microsoft  
Milwaukee Elk Lodge #46

Milwaukee Friends Meeting  
Milwaukee Pride, Inc.  
Michael & Linda Molenaar  
Eric & Kate Olsen  
Amy & Neil O'Mara  
Michael & Donna Owens  
Raymond Retzlaff  
The Schmitt Family Fund  
Maddy Tarbox  
Shannon Trevithick  
Susan Unger  
Corinthia Van Orsdol  
Veverka Family Foundation  
Rakesh & Laj Waghray  
Michelle Williams  
Jean & Joseph Wreschnig

Pathfinders has made every effort to ensure the accuracy of this listing. If you notice an omission or discrepancy, please contact the Development Office at **414.810.3121** or [development@pathfindersmke.org](mailto:development@pathfindersmke.org).



# BOARD OF DIRECTORS

**WILLIAM OLIVIER**  
*Community Volunteer*  
**Board Chair**

**CHRIS GAWART**  
*Northwestern Mutual*  
**Vice Chair**

**KAREN CHRISTENSON**  
*Community Volunteer*  
**Secretary**

**ROBERT PETRI**  
*The Cawley Company*  
**Treasurer**

**ALICE AMBROWIAK**  
*Baird*

**RAMEL BLY**  
*State of Wisconsin,  
Dept. of Corrections*

**LAURA EMIR**  
*IndependenceFirst*

**DAKOTA HALL**  
*Leaders Igniting Transformation*

**MARY HINDERLITER**  
*Community Volunteer*

**ARIAM KESETE**  
*AK Development, LLC*

**CARLA NEALY**  
*Perspectives Counseling and  
Clinical Consultation Agency*

**ADRIAN PEREZ**  
*PNC Bank*

**LAURA GRAMLING PEREZ**  
*Milwaukee County Circuit Court*

**CHARLES ROEDEL**  
*Town Bank/Wintrust*

**CHRISTINE STELZER**  
*Alternatives in  
Psychological Consultation*

**MADDY TARBOX**  
*VJS Construction Services, Inc.*

**TIMOTHY R. BAACK, MS, LPC**  
**President & CEO**



**PathfindersMKE.org**  
**Facebook.com/PathfindersMKE**

**Main Office / Education Center**  
**4200 N. Holton St. Suite 400**  
**Milwaukee, WI 53212**  
**Bus Routes: 14 & 15, Red Line**  
**414.964.2565**

**Youth Shelter**  
**1614 E. Kane Pl.**  
**Milwaukee, WI 53202**  
**Bus Routes: Green Line, Gold Line**  
**414.271.1560**